## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Indian Affairs: BIA (and below)

For 1st Quarter 2022 for period ending December 31, 2021

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2022Thru12-31						
	2017	2018	2019	2020	2021	2022111Fu12-31						
Number of Complaints Filed	33	20	27	15	24	4						
Number of Complainants	33	20	27	15	24	4						
Repeat Filers	0	0	0	0	0	0						

Complaints by Posis			e Data	1		
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Race	10	8	7	3	9	2
Color	2	4	1	0	3	0
Religion	1	1	0	0	2	0
Reprisal	17	14	12	9	20	1
Sex	13	7	8	1	6	1
PDA	0	0	1	1	0	0

National Origin	4	3	6	0	6	0
Equal Pay Act	0	0	0	0	0	0
Age	7	7	6	5	7	1
Disability	8	6	5	2	8	0
Genetics	0	0	0	0	0	0
Non-EEO	2	0	3	0	1	1
Noll-ELO		0				
<b>Complaints by Issue</b>	n.	. •			ve Data	
	Pr	evious I	Fiscal 1	Y ear D	ata 	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Appointment/Hire	6	2	5	1	3	2
Assignment of Duties	5	3	2	2	3	0
Awards	4	0	2	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						1
Demotion	0	0	0	0	0	0
Reprimand	1	0	1	2	0	0
Suspension	1	1	0	1	0	0
Removal	0	2	0	0	1	0
Other	0	0	1	0	0	0
Duty Hours	1	0	2	0	0	0
Perf. Eval./ Appraisal	3	2	4	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment	1		1	1	1	1
Non-Sexual	15	10	11	4	15	1

Sexual	4	0	2	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	0	0	1	0
Promotion/Non-Selection	1	0	2	0	3	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	2	2	1	1	1	0
Reasonable Accommodation Disability	1	2	0	1	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	1	4	0	4	0
Terms/Conditions of Employment	4	6	2	2	5	1
Time and Attendance	1	2	3	1	0	0
Training	1	1	1	0	2	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

					C	omp	ar	ative I	Data	
<b>Processing Time</b>		]	Previo	us	Fisc	al Y	ea	r Data		2022Thru12-
	2017	7	2018	8	20	19	2	2020	2021	31
Complaints pending during	g fiscal	l ye	ear							
Average number of days in investigation	191.2	27	179.2	27	177	7.00	1	75.92	318.67	272.33
Average number of days in final action	38.7	5	45.7	3	50	.00	9	00.45	113.76	57.00
Complaint pending during	fiscal	yea	ar whe	re	hear	ing w	vas	reques	sted	1
Average number of days in investigation	201.4	14	175.0	00	201	.17	1	68.55	314.30	287.00
Average number of days in final action	4.00	)	45.3	8	29	.50	2	21.29	92.71	0
Complaint pending during	fiscal	yea	ar whe	re	hear	ing v	vas	not re	quested	
Average number of days in investigation	166.0	00	171.1	2	132	2.83	1	82.92	337.57	265.00
Average number of days in final action	51.0	0	48.3	3	72	.57	2	11.50	125.40	76.00
						Co	m	parativ	ve Data	
Complaints Dismissed Agency	by		Pre	vio	us F	isca	l Y	ear Da	ata	2022Thru12-
v		2	2017	20	)18	201	9	2020	2021	31
Total Complaints Dismisse Agency	ed by		7		2	1		2	1	0
Average days pending price dismissal	or to	14	18.71		72	147	7	266.5	146	0
Com	plaint	ts V	Vithdi	rav	vn b	y Co	m	plaina	nts	
Total Complaints Withdra by Complainants	wn		0		3	0		0	1	0

					(	Comp	oara	ative	Da	ta		
Total Final Agency		]	Prev		20227	Thru12						
Actions Finding Discrimination	2	017	20	018	20	19	20	20	20	021		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		2		0	
Without Hearing	0	0	0	0	0	0	0	0	2	100	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0
Findings of					ta							
Discrimination Rendered by Basis		Previous Fiscal Year Data										Thru12
Note: Complaints can be	2017 2018 2019 2020 2021									31		
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		0		0		2		0	
Race	0	0	1	50	0	0	0	0	0	0	0	0
Color	0	0	1	50	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	100	0	0	0	0	2	100	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	2	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		
					C	omp	ara	tive	Da	ta				
Findings of		I	Prev	ious l	Fisc	al Y	ear	Dat	a		2022			
Discrimination Rendered by Issue	2	2017		2017 201		018	20	)19	20	)20	2	021		31
	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	1		2		0		0		2		0			
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0		
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0		
Awards	0	0	0	0	0	0	0	0	0	0	0	0		
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0		
Disciplinary Action														
Demotion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	0	0	0	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0		
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0		
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0		
Harassment		-								-	-			
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0		
Sexual	0	0	1	50	0	0	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0		
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0		
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	0	0		

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	100	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action						-						
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	, ,											
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment	, ,											
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-											
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	-											
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	2	100	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
	i –	İ	i	Ì	i i	0	0	0	0	0	0	0

2017   2018   2019   2020   2021   31													
User Defined - Other   0   0   0   0   0   0   0   0   0		0	0	0	0 0	(	) (	)	0	0	0	0	0
Comparative Data   Comparative Data   Comparative Data   Previous Fiscal Years by Status   Comparative Data   Comparative Dat		0	0	0	0 0	(	) (	)	0	0	0	0	0
Comparative Data   Previous Fiscal Year Data   2022Thru12-31		0	0	0	0 0	(	) (	)	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Year Data   2022Thru12-31		0	0	0	0 0	(	) (	)	0	0	0	0	0
Previous Fiscal Years by Status   2017   2018   2019   2020   2021   31							Cor	nį	parat	tiv	e Data	l	
2017   2018   2019   2020   2021   31	Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data								2022Thru12_	
Siscal Years   33   31   25   29   17   35				2017	2018	2	2019		2020		2021		
Number complaints pending	Total complaints from previous Fiscal Years			33	31		25		29		17	35	
Investigation   8   2   0   0   0   11	Total Complainants			33	30		24	Ì	29		17	35	
ROI issued, pending Complainant's action   0   0   0   0   0   0   1	Number complaints pend	ing		ı									
Complainant's action	Investigation			8	2		0		0		0	11	
Final Agency Action 0 0 0 7 1 2  Appeal with EEOC Office of Federal Operations 7 7 3 5 9 9  Comparative Data  Pending Complaints Where Investigations Exceed Required 10 2 1 0 3 5				0	0		0		0		0	1	
Appeal with EEOC Office of Federal Operations  Comparative Data  Complaint Investigations  Previous Fiscal Year Data  2017   2018   2019   2020   2021   31  Pending Complaints Where Investigations Exceed Required  10 2 1 0 3 5	Hearing			33	31		25		22		16	21	
Federal Operations  Comparative Data  Complaint Investigations  Previous Fiscal Year Data  2017   2018   2019   2020   2021   31  Pending Complaints Where Investigations Exceed Required  10 2 1 0 3 5	Final Agency Action			0	0		0		7		1	1 2	
Complaint Investigations  Previous Fiscal Year Data 2022Thru12 2017   2018   2019   2020   2021   31  Pending Complaints Where Investigations Exceed Required  10   2   1   0   3   5				7	7		3		5		9	9	
2017   2018   2019   2020   2021   31							Cor	nį	parat	tiv	e Data	l	
Pending Complaints Where Investigations Exceed Required 10 2 1 0 3 5	<b>Complaint Investigations</b>			Pr	evious	2022Thru12-							
Investigations Exceed Required 10 2 1 0 3 5				2017	2018	2	2019		2020	)	2021	31	
	Pending Complaints Where Investigations Exceed Required Time Frames			10	2		1	0 3			5		